



# EDENBRIDGE PIRANHAS SWIMMING CLUB

## EQUITY POLICY

“Sports equity is about fairness in sport, equality of access, recognising inequalities and taking steps to address them. It is about changing the culture and structure of sport to ensure that it becomes equally accessible to all members of society whatever their age, ability, gender, race, sexuality or social/economic status

Sport England

Edenbridge Piranhas Swimming Club is committed to exemplary standards of conduct through the principles of equity and good moral and ethical frameworks.

The club will encourage individuals from all communities to become involved at all levels of participation, coaching, officiating and management.

The club will ensure that all members of staff adhere to the following equity principles.

1. All persons must respect the rights, dignity and worth of every human being
2. All individuals must be treated fairly and equally regardless of gender, age, ability, ethnic origin, religion, sexuality, political persuasion, socio/economic status or disability.
3. Equity must permeate throughout strategic and development plans
4. An equal professional service will be provided for all participants, harassment and discrimination in any form will not be tolerated.

Edenbridge Piranhas Swimming Club will strive to avoid inequitable behaviour

1. When selecting, recruiting and training individuals
2. In the monitoring of practices and procedures relating to the day-to-day running of the club
3. In the monitoring of practices relating to the activities offered by the club
4. In the preparation and distribution of all materials and publications
5. By relaxing conventional rules and regulations, which may inhibit the performance of a candidate with special needs, providing that such action does not affect the standard, the quality and the integrity of the regulations
6. Edenbridge Piranhas Swimming Club will encourage individuals from all communities to become involved in swimming at all levels of participation, coaching, volunteering and management
7. All coaches and volunteers will be issued with a code of the ASA Coaches Code of Ethics and conduct